



FAQs for Future Members

What's the difference between the PERF Hybrid plan and the My Choice: Retirement Savings Plan?

The **PERF Hybrid plan** is a pension plan with an Annuity Savings Account (ASA) component. At retirement, a member will receive a pension for life. A member may elect to annuitize, roll over, take a lump sum, or defer his or her ASA. The **My Choice: Retirement Savings Plan** does not have a guaranteed defined benefit. At retirement, a member may elect to annuitize, defer, roll over or take a lump sum of the balance in the account at that time.

What investment options does the My Choice: Retirement Savings Plan have?

The default investment fund is the target date fund based on a member's estimated retirement date.

However, if you do not choose to default, you may choose to invest in the Money Market Fund, Fixed Income Fund, Large Cap Equity Index Fund, Small/Mid Cap Equity Fund, International Equity Fund, Inflation-Linked Fixed Income Fund, Stable Value Fund or one of the Target Date Funds.

How quickly can I vest with the My Choice: Retirement Savings Plan?

You are always 100 percent vested in the 3 percent employee contribution and any rollover contributions you make in the My Choice: Retirement Savings Plan. Vesting in the value of variable rate employer contributions varies by length of participation. You are:

- 20 percent vested after 1 full year of participation,
- 40 percent vested after 2 full years of participation,
- 60 percent vested after 3 full years of participation,
- 80 percent vested after 4 full years of participation, and

- 100 percent vested after 5 full years of participation.

Please note that you will not receive credit for partial years of service.

Can I quit and get rehired under My Choice: Retirement Savings Plan?

If you had the choice between the Hybrid and My Choice: Retirement Savings Plan, your election was irrevocable. The availability of My Choice is also employer-specific.

Which plan offers a guaranteed defined benefit?

The PERF Hybrid plan offers a guaranteed defined lifetime monthly benefit, also referred to as a pension.

I have service in another plan. Does that count toward my retirement?

If you have previous PERF service and select the PERF Hybrid plan, you will continue to accrue service credit toward a pension.

However, if you elect the My Choice: Retirement Savings Plan, separate from state employment and later return to the My Choice: Retirement Savings Plan covered position, you are entitled to receive credit for your years of participation in the My Choice: Retirement Savings Plan before separation.

I don't know which plan I want to choose. How long do I have to make a decision?

You have 60 days from your start date to choose your retirement plan option.

What happens if I don't make an election during enrollment? Which plan will I be in?

If you don't make an election within 60 days of your hire date, you will default to the plan of your employers' choosing.

I defaulted into the PERF Hybrid plan, but I'd rather be in the My Choice: Retirement Savings Plan. Can I switch?

No. Your election, or default to the PERF Hybrid plan, is irrevocable under Indiana law.

What are the financial implications of my election into the My Choice: Retirement Savings Plan?

INPRS does not offer tax advice. Consider meeting with your financial adviser to discuss your retirement options based on your goals.

Can someone talk to me about the My Choice: Retirement Savings Plan?

Yes. INPRS retirement counselors are available to help you learn more about this plan. You may stop by INPRS' office to discuss or call us at 888-286-3544 to receive more information. In addition, you may want to refer to your human resources department, financial adviser or INPRS' website at www.in.gov/inprs/.